

## GENDER ACTION PLAN

The gender analysis found that women in the target areas are supportive of the objective to electrify their village. The main benefits women identified were to reduce their workload through time-saving appliances, increase study-time for children through lighting, increase access to water from electric pumps, and develop electricity-based livelihoods for themselves or other members of the household. Safety for children was a key concern. Women were concerned about having information on the cost of household connections and utility costs. Women were aware of the project plans but had limited representation on Village Electrification Committees. The implementing agency, Electricity Supply Enterprise, has most women staff in its headquarters but more gender-balance is needed in region and township office staffing. The gender action plan identifies ways to address these concerns, ensure that gender equality is integrated across all outputs, and optimize the contribution of rural electrification to gender equality and women's empowerment.

Activities	Indicators and Targets	Responsible
<p><b>Outcome:</b> Increased capacity, regional coverage, and operational efficiency of power distribution in central and southern Myanmar.</p> <ul style="list-style-type: none"> <li>15% of poor households, including poor female headed household, in AREP electrified villages are connected (baseline =0)</li> </ul>		
<p><b>Output 1:</b> New distribution facilities added to the distribution systems in Ayeyarwady, Bago, Kayin and Magway</p>		
1.1 Conduct consultation with women and ethnic minority groups at every stage of distribution facility detailed design and construction. (Q3 2022-Q4 2025)	1.1.1. Women are at least 40% of total participants in public consultations (baseline = 34%) 1.1.2. At least 1 separate consultation with women held in preconstruction phase for every sub-project 1.1.3. Ethnic minorities represented in consultations in proportion to % of the target population.	ESE PMU & PIUs  Construction contractors
1.2 Require EPC contractors to hire a minimum percentage of women in unskilled labor in bidding documents (Q4 2021–Q3 2022).	1.2.1 Contractors report sex disaggregated labor data 1.2.2 20% of local laborers hired for construction are women	PMUs & PIUs Contractors PIC monitors
1.3 Include gender equality and fair labor practices in contract documents including (i) equal pay for work of equal value, (ii) gender-related core labor standards, (iii) facilities for women workers, (iv) gender-inclusive occupational safety, and (v) prevention of child labor. (Q4 2021–Q3 2022).	1.3.1. 100% of construction contracts include gender equality, and fair labor practices (minimum those mentioned in (i) to (v)).	PMU & PIUs Construction Contractors PIC monitors
1.4 Conduct electrification information sessions at village level about connection process, costs, and responsibilities of ESE, VECs and households with broad participation of women including FHH and ethnic minority women. (Q3 2022-Q2 2027)	1.4.1. Women are at least 40% of participants in electrification information sessions (baseline=0) 1.4.2. Ethnic minorities represented in information sessions in proportion to % of target population.	PIUs with support from PIC
1.5 Promote awareness about electricity safety among women, ethnic minority groups, including community health and safety guidelines for distribution and transmission. (Q3 2022-Q2 2027)	1.5.1 Women are at least 30% of participants in electrification safety trainings (baseline = 0) 1.5.2 Ethnic minorities represented in safety trainings in proportion to % of target population.	PMU & PIUs with support from PIC
<p><b>Output 2:</b> New computerized DAS established and piloted</p>		
2.1 Transfer and train women employees in DAS (Q3 2024–Q2 2027)	2.1.1 At least 40% of staff trained in DAS are women (baseline = 0)	PMU

Activities	Indicators and Targets	Responsible
<b>Output 3: Gender equality and social inclusion (GESI) capacity of ESE and village electrification committees (VEC) in the project areas enhanced</b>		
3.1 Develop and deliver training module on gender equality and social inclusion mainstreaming in i) the workplace and ii) in rural electrification programs for ESE staff. (Q4 2021-Q3 2022).	3.1.1 Training module for gender and social inclusion mainstreaming in ESE developed. 3.1.2 95% of PMU, PIU, PIC staff trained in gender and social inclusion (baseline = 0). 3.1.3 40% of staff in ESE headquarters and project targeted regional offices trained in gender and social inclusion (baseline=0)	ESE management PMU & PIUs PIC Gender Specialist
3.2 Develop leadership training module for senior women professionals in ESE central and regional offices to encourage their entry into management positions. (Q3 2022 – Q2 2024)	3.2.1 40% of female ESE senior officers (assistant engineer, superintendent engineer) from central and regional level attend a leadership development training course (baseline = 0 out 78 senior female officers attended course)	ESE management PIC Gender Specialist
3.3 Develop and deliver recruitment campaigns that target hiring women in new positions in ESE created during project implementation. (Q1 2024 – Q3 2027)	3.3.1 At least 30% of new jobs in ESE Regional and township offices created during project implementation are filled by women (baseline=20% existing female staff in regions). 3.3.2 New recruitment tools (poster, social media advertisement, school visits) featuring women in ESE technical jobs created.	ESE management, HR PMUs & PIUs PIC Gender Specialists
3.4 Develop MOEE/ESE gender and social inclusion roadmap for rural electrification covering: (i) affordability of connections for poor, FHH, and ethnic minority households; (ii) Capacity of rural women, ethnic minorities and poor households to safely and efficiently use electricity for time-saving and livelihoods; and (iii) women's employment in ESE.	3.4.1 Gender and social inclusion roadmap for rural electrification adopted by MOEE / ESE.	ESE PMU, PIUs & PIC Gender specialists
3.5 Set minimum number of places for women on VEC and disseminate information about VECs to women to ensure their participation. (Q1 2023)	3.5.1 At least 25% of VEC members for newly electrified villages are women by 2026 (baseline=16%)	PMU, PIUs, PIC Gender specialists
3.6 Provide training on leadership, financial management to women representatives on VEC. (Q12024 - 2027)	3.6.1 80% of women members of VECs trained in leadership & finances (baseline=0).	PMU, PIUs, PIC Gender Specialists
3.7 Train VECs in GESI roadmap with a focus on measures to increase affordability of connections for poor households, FHH, and ethnic minority households (Q1 2024 - Q4 2026)	3.7.1 At least 50% of VECs in project target areas adopt at least one measure to facilitate electrification for households in lowest wealth category. (baseline=0).	PMU, PIUs, PIC Gender specialists
3.8 Engage a livelihood service provider and implement training on women's electricity-based livelihood development in project electrified villages. (Q1 2024 - Q4 2026)	3.8.1 At least 1 module on electricity-based livelihood development for women created 3.8.2 At least 10 women per village trained in electricity-based livelihoods in at least 10 villages per project targeted region.	PMU, PIUs, PIC Gender Spec. Livelihood Contractor
<b>Project management</b> 3.9 Hire PIU Gender Specialists and hire women in central and regional PIUs including in management roles.	3.9.1 1 central and 4 regional PIU Gender Specialists and 1 national and 1 international PIC Gender Specialist 3.9.2 Women are 60% of PIU staff and 30% of PIU supervisors/managers (baseline =0).	MOEE/ESE management

ESE = Electricity Supply Enterprise, FHH = female headed households, GESI = Gender Equality and Social Inclusion; MOEE = Ministry of Energy and Electricity, PIC = Project Implementation Consultant, PIU = Project Implementation Unit (regional), PMU=Project Management Unit, VEC= Village Electrification Committees